

April 2016

The Heartbeat

*of AFT Nurses and Health
Professionals Local 5017*

OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS

FROM
EXECUTIVE
PRESIDENT
Dawnette McCloud



Join Dawnette at the
2016 OFNHP
Membership Assembly
on Saturday, May 14th.

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Specialists!**

Building a Stronger Union One Step at a Time

I'm excited to report on the progress we've made to build worksite strength in 2016, the first step in our "Roadmap to 2018—a three-year plan to build union power."

We kicked off the year with a focus on leadership development and on engaging members to take action together to solve problems, starting with an initiative to revitalize our network of member leaders in each worksite.

In just a few months, OFNHP Internal Organizers and Contract Specialists have reached out to hundreds of members from Eugene to Longview-Kelso to listen to the issues and challenges in their workgroups and recruit representational stewards and activists.

As participation in our union grows, we're increasing our capacity to solve problems and take on the issues that drag down morale and impact patient care. Whether your biggest concern is management making changes without involving your workgroup in the decisions, or mounting pressure to get more done in less time, we must work together to fix it.

Building worksite power means creating strong union teams in our facilities so that we can support each other and make real improvements in our working conditions. It won't work without you.

Save the date for the OFNHP Membership Assembly on Saturday, May 14th to help us build our worksite teams so we can level the playing field with management. We are over 3600 skilled health professionals, and there is real strength in our numbers if we speak with one voice and act together.

Looking forward, many of the issues we are facing cannot be solved within the four walls of Kaiser alone. As healthcare workers, we need to reach out to our communities for support in improving healthcare quality and access, winning stronger protections from workplace violence, and continuing to make progress on healthcare staffing.

That's why in 2017, we will focus on building strength in our communities, forging alliances with community partners for a bigger voice in Salem and Olympia.

With active, organized worksites and community support, OFNHP will be in a strong position for bargaining in 2018, ready to stand up for our patients and our professions.

**We have a lot to do, and we'll get there one step at a time.
Join me on May 14th as we take the next step together.**

1500 NE Irving St., Suite 575, Portland, OR 97232
www.ofnhp.org | 503.657.9974



A Union of Professionals
An affiliate of the AFT, AFL-CIO

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Friedrichs: Battle Won, But the Fight Continues

On Tuesday, March 29, an equally divided Supreme Court affirmed a lower court decision to protect workers' rights in *Friedrichs vs. the California Teachers Association*.

The 4-4 ruling was a major blow to the wealthy special interest groups pushing an anti-worker agenda through the courts. But the same special interests behind Friedrichs are moving ahead state by state through legislatures and the initiative process.

Already, more than seven different anti-worker initiatives have been filed for Oregon's November 2016 election—all seek to roll back the success of our labor movement in increasing pay and benefits for working families.

From raising the minimum wage and expanding paid sick days to increasing Oregon's investment in clean energy, people across the state (and Washington,

too!) are standing up in numbers we haven't seen in decades—and no court case or ballot measure will stop this movement.

We can—and will—beat back the anti-worker initiatives on the November 2016 ballot if we are informed and organized.

Mark your calendar: OFNHP's Political Education and Action Committee is hosting a forum in June for OFNHP members to discuss the key issues for working families in Oregon and Washington in the 2016 election. ❤️

OFNHP Forum: Election 2016**Thursday, June 2nd****6:00-8:00pm****OFNHP Office****1500 NE Irving Street, Suite 575
Portland, OR 97232****OFNHP Officers and Delegates Election**

The 2016 OFNHP Officers and Delegates Election is coming right up!

Your ballot will be mailed on May 2nd and must be received no later than May 26th at 4:00 p.m. Ballots MUST be mailed to the PO Box, and will not be accepted at the union office.

The OFNHP election committee will be using a new third party vendor, Ryder Election Services, to help ensure the election is conducted in accordance with all applicable federal and state regulations. The new PO Box mailing address on the election envelopes will be Ryder Election Services.

Ballot counting will begin at 5:45pm on Thursday, May 26 at the OFNHP office.

*Your Union.**Your Voice.**Your***Exercise your rights and VOTE
in the OFNHP Officers and Delegates Election.**

All members are welcome and invited to attend.

The Elections Committee is chaired by Bruce Corkum and Meg Tuttle. If you have any questions about the voting process, or if you do not receive your ballot by May 9th, please email ElectionCommittee@ofnhp.org. ❤️

OFNHP Representational Stewards

OFNHP Steward Roster

(updated online at ofnhp.org/steward-roster)

Airport Way Lab

Carlos Cruz
Carol Faulkner
Konnie Martin
Valerie Payne
Kaiu Sekiguchi

Beaverton

Kim Hamilton
Carol Simmons
Marilynd Turnock

Brookside Medical Center

Debra Alter
Patricia Boehly
Allen Ricks

Cascade Park

Jeremy Gardner
Colleen Kragness

Dental Clinics

Anita Besco
Sharon Brown
Daphne Chadwick
Brenda Charpentier
Susan Dow
Jacqueline Farlinger-King
Delores Fox
Kay Fun
Susan Gray
Jennifer Hockema
Teresa McCommas
Paula Morrison
Julie Neuman
Kristeen Nichols
Cindy Nonamaker
Janine Rollins
Cheri Smith
Jacob Treanor
Fivia Vieru
Carla Zamora

Interstate Campus

Carolyn Fjelstad
Kathy Gibbens
Heidi Grevstad
Devera Griffith
Lynn Johnson

Michael Kuder
Julie Leffler
Anita Lesser
Cheryl Miranda
Kathleen Pawson
Bridgitta Sanchez
Paul Seer

Alicia Sheprow
Olivia Somers

Longview-Kelso

Teresa Betschart
Rebekah Nelson

Mill Plain One

Peter Schultz
Denise Woolcutt

Montgomery Park

Nancy Amstad-Hite
Nicole Crise
Robert Draper
Bradley Euren
Jeremy Gardner
Jerusha Jerome
Colleen Kragness
Moiria Lieberman
Elizabeth Osborn
Kirstin Pauken
Jeannette Sale
Annette Stevens
Kyla Wilson

One Town Center

Mary Boland

Salem

Susan Anderson
Judith Gilbertson
Allison Kato-Dilks
Lynda Woods

Sunnyside Campus

Karen Austen
Stephanie Brown
Daniel Bryant
Christina Burt
Marilyn Cony
Joshua Dahlen
Robin Dailey

Deidre Dann
Benjamin Dawson
Alma Degataga
Jeanette Dozier
Daniel Georgeson
Amanda Gross
Abigail Hall
Laura Havilland
Jeanne Higginbotham
Alisha Hovenden
James Hussey
Michelle Ingram
Ronald Jones
Carla Justice
Ann Lauritsen
Annet Lems
Rebecca Lindgren-Lasser
Hilary Luu
Kayleen Mabry
Margaret McGowan-Tuttle
Marilyn Meier
Jeremy Milburn
Keith Moree
Katherine Oliver
Benjamin Ramirez
Kathy Reimche
Fern Reyes
Misty Richards
Christine Schoene
Doreen Schutte
Susan Shepard
Patricia Stelz
Diane Stone
Vena Stover
Dana Striver-Asiri
Kelly Vogel
Julie Volpel
Christy Vorderstrasse
Jason Wendler
Heather Zink

RAN Telecommuters

Susan Reeves

Tualatin Medical Office

Maree Atkinson
Michael Smith

Tanasborne

Joyce Denning
Elizabeth Higuera
Krista Lehan
Jonathan May
Sandra Stringer

Vancouver

Kendra Latimer

Vision Essentials

Amanda Hill
Betty Dudley
Samantha Owens
Michael Hawkins
Jolie Barella
Robert Oun
Laura Wambold
Jackie Maiben

Westside Campus

Nicole Baker
Michael Barnes
Connie Carty
Christina Farrell
Anna Francois
Joshua Holt
Margarita McCready
Kristin Pulliam
Carolyn Rodriguez
Mary Simpson
Shane Smith
Ashley Steelman
Amy Tews
Stacey Wilson
Teresa Yi

*Don't see your name listed
or can't find the steward you
are looking for?*

Find members who have
been elected but need to
complete one more step.

Visit: [http://ofnhp.org/
pending-ofnhp-stewards](http://ofnhp.org/pending-ofnhp-stewards)

Toward Solutions for Saner Staffing & Workload

Cascade Park RNs Fix Workflow

RNs in Primary Care at Cascade Park scored a victory for partnership in March, bringing stakeholders together to fix a workflow problem that was creating headaches.

When Urgent Care hours were extended earlier this year, management at Cascade Park was confronted with a space problem. Clinic managers attempted to create more space in the Nurse Treatment Room by shifting the responsibility for some routine procedures to a team of mobile Resource Nurses (one RN and one LPN). For instance, instead of offering an immunization inside the Nurse Treatment Room, a Resource Nurse would get paged to meet a patient wherever they presented in the clinic.

The new approach was convenient for the patient, and the Nurse Treatment Room was now able to care for patients with more acute needs. The downside was that RNs assigned as Resource Nurse were getting pulled from Primary Care responsibilities an average of 35 times a day for things like blood pressure checks and immunizations.

The constant interruptions and confusing workflow led to a backlog in Team-Based Care duties, with RNs falling behind on contacts and proactive panel management. As Cascade Park steward Carrie Anderson explained the impact, “we were working far below our scope.”

RNs filed a grievance back in January. Though management was not responsive to their concerns at first, the Primary Care RNs didn’t give up. They continued talking to each other, tracked what was happening and the effects it was having on Team-Based Care, spoke up in the morning huddles, and reached out to the LPNs and MAs who are members of SEIU to bring them into solving the problems.

The continued pressure worked. Union members succeeded in kicking the issue up the chain of command to the head of ambulatory care who organized a series meeting with all of the stakeholders.

“We wanted to have a voice in how to get the work done in the most efficient way, to work up to our full scope, and keep Team-Based Care fully staffed,” Carrie recalls.

Persistence paid off. By getting everyone in the same room, labor and management were able to devise a new structure to make the Resource Nurse program work.

The lesson for management? Work with us proactively, so

we can get it right the first time. We will stand up for our work and our patients until it’s right! ❤️

Staffing Committee Update

Jamie Lorenzo & Jo Bank



Jo Blank of Westside ICU and Jaime Lorenzo from Sunnyside PACU will serve as labor co-chairs of the staffing committees at KVMC and KSMC.

The **Staffing Issue Reporting Form (SIRF)** is our new online tool to report unsafe staffing situations, missed breaks, and mandatory overtime. The staffing committee will review each incident. Please remember to inform your manager or HAS when the issue occurs, before filling out your report.

Oregon’s new staffing law, SB 469, requires hospital staffing committees to approve a staffing plan that incorporates patient acuity, time for admits, transfers and discharges, as well as time for meals and rest periods. With equal representation on the committee, labor has a strong voice in the development and adoption of the staffing plan.

The majority of our work this year will focus on approving staffing plans and an acuity tool that accurately reflects the acuity in each specialty area. The SIRF data will drive and support the changes we need in our staffing plan.

Get involved! This is our opportunity to stand strong for safe and effective staffing. You can fill out the SIRF and sign up to get involved in the Safe Staffing Action Team on your unit on the OFNHP website. ❤️

<http://ofnhp.org/safe-staffing-now>

Big Progress in 2016 for Professional Development

Tuition Reimbursement Goes Up

Did you know that our **2015-18 National Agreement** with Kaiser Permanente raises the amount offered to union members for tuition reimbursement?

In the Northwest, our Tuition Reimbursement benefit jumped from \$600 to \$3000, the highest increase of all Kaiser regions!

Amount: \$3000, of which \$500 can be applied to travel expenses, like hotel and airfare.

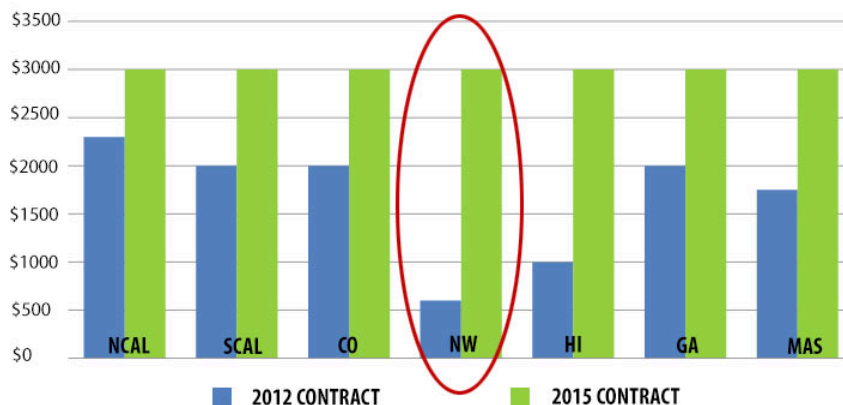
Eligibility: If you work 20 hours per week or more and have been employed for at least 90 days.

How to access: The KPNW Tuition Reimbursement (KPNW TR) funds are now reimbursed through an online process. Submit your KPNW Tuition Reimbursement application directly online through the “Education Assistance” link on My HR.

Please note: the upgraded tuition reimbursement program has no prepayment option.

For more info: See pages 29-30 of the National Agreement.

2016 TUITION REIMBURSEMENT INCREASES BY REGION



You can also visit kpcareerplanning.org or email NW-Tuition-Reimbursement@kp.org with your questions.

Members covered by the ONA, PRO, RN, or TECH contracts can also take advantage of educational benefits bargained in our local union contracts. Find resources about these additional educational benefits our website. ❤️

<http://ofnhp.org/professional-development>

PROs Protect Education Dollars

The Professional Bargaining Unit of OFNHP won a case in arbitration that will help recoup from Kaiser an amount the union estimates to be close to a million dollars for the continuing education expenses of Pro members, including short hour and on call employees.

The Professional Bargaining Unit's Education Fund is funded with an amount Kaiser pays per full time equivalent employee. Employees coded .5 or greater are eligible to draw from it. Money that is unused (“the residual”) stays in the fund to be used as determined by a joint committee. In 2011, Kaiser management began reporting that there was nothing left in the fund.

Instead of rolling over the unused money, Kaiser had been absorbing the residual amount for spending on other purposes and reporting that nothing was left over.

OFNHP members filed the grievance when Kaiser would not respond to requests to account for the unspent monies– or even acknowledge that there should be a dedicated fund.

Ute Kongsbak, one of the members behind the grievance, remembers “we wanted to return to the practice of sharing

this generous benefit with non-benefited Pros like on-calls and employees hired for less than 20 hours. They have the same Continuing Education and Licensing Requirements, yet less means to cover these expenses.”

The grievance went before an arbitrator last fall, and she ruled in favor of the union in February.

Pro President Alicia Sheprow is excited about the future opportunities these recovered dollars will bring. “Imagine using some of the residual funding to organize a seminar for practioners in our region on the an emerging issue, like the Zika Virus.” In the past, some departments have used education funds to bring in high-quality guest speakers.

From pursuing additional licensures and certifications to practice improvement projects, Sheprow explained, “if this money is available to us and can’t just be stuck back in the general fund to buy more garbage bags, then we have a lot more options.”

Member testimony at the arbitration was a deciding factor. Thanks to Ann Augustine, Eileen Sparks and Ute Kongsbak, OFNHP is now in the process of recouping these funds to expand educational opportunities for members covered by the Professional contract. ❤️

May Membership Assembly



“No backfill” • “Short staffing makes it harder to do my job” • “More and more duties getting piled on without regard for patients” • “Partnership not working”...

Getting more control over our workload and winning safe staffing levels isn’t something that one of us can do alone. It requires all of us, working together, to make a difference.

Ready to make change?

If you want to be part of making change at Kaiser, then May’s Membership Assembly is for you. It’s going to be a special event, bringing together members from across

the region to learn, share, and plan to build strong union teams in our facilities so that we can support each other and make real improvements in our working conditions.

THREE WAYS TO RSVP:

Visit: <http://bit.ly/rsvpOFNHP16>

Email: itsmyunion@ofnhp.org

Call: 503.657.9974

Contact the OFNHP office if you need childcare or other accommodations at itsmyunion@ofnhp.org.



WE ARE PSU, and we are not going along with any program that doesn't put academics first, second and third at this university!

Featured speaker: Jose Padin is a tenured Sociology professor at PSU and a member of the Executive Council of the American Association of University Professors (AAUP), a union of over 1200 professors and academic professionals at Portland State University. In 2014, Professor Padin was part of the organizing committee to win a fair contract and improve faculty stability at the university.

Facing an administration whose out-of-wack priorities were impacting quality in the classroom, union members got organized, building a face-to-face communication network on campus that helped their colleagues stay informed and ready for action. Finding common cause with students, the AAUP took a stand for a fair contract and a change in PSU’s direction to refocus on students and academics—and they won!

Growing our Union at Kaiser

Welcome OFNHP's Newest Members



Cathy Hevy, Lilly Clowers, Amy Hansen, Verleen Bardin, CDIS RNs voted 100% Union-Yes!

Kaiser's Clinical Documentation Improvement Specialists (CDIS) voted unanimously on April 5th to ratify their contract and are now union members!

As Clinical Documentation Improvement

Specialists, they are responsible for reviewing inpatient records and consulting with the physicians to ensure the documentation paints an accurate picture of the patient's care.

CDIS Amy Hansen says that she and her coworkers enjoy the work they do. "It's a way to continue to take care of our

patients, even though we're no longer at the bedside. As RNs, we have the experience to understand what's going on with a patient and detect an error that could impact quality of care."

Based at the Regional Process Center (though they tele-commute often), the CDIS group signed cards showing their interest in joining OFNHP last October and started bargaining in December.

Some of their reasons for unionizing included long hours without overtime, unnecessary weekend scheduling and lack of transparency. "We wanted to have a union for more say in what happens in our department and with Kaiser as a whole," Amy explained.

By coming together and joining the 1974 other nurses that are part of the OFNHP RN contract, the group achieved raises, job security and overtime pay. A special shout out goes to Amy Hansen and Verleen Bardin, for taking the lead for the team in the bargaining process.

Please join us in welcoming the Clinical Documentation Improvement Specialists to our union! ❤️

Be the Change: Run for Office!



Adrienne Enghouse, OFNHP Executive Vice President, and 2016 OLCS graduate.

The Oregon Candidate Labor School (OLCS) was created in 2012 to train and support union members to run for public office throughout the state.

Classes are held on the third Saturday of the month

in different union halls. The interactive curriculum is designed to support both the political newbie as well as the experienced campaigner. Union members who are interested in learning more about this 6 month course can visit the website at www.oregonlaborcandidateschool.org.

OLCS is currently accepting applications for the Eugene area class starting in April. The Portland area class begins in October. Participants in the program are required to

fundraise, attend all classes, and volunteer for political campaigns.

If you are wondering if this class is right for you, contact OFNHP Executive Council members Amanda Hill and Adrienne Enghouse who graduated from the program in March of this year.

Adrienne has applied to serve on the Oregon State Board of Nursing, while Amanda is looking forward to gaining more experience by serving on a community board or neighborhood association. ❤️

In Memoriam- Linda Cushing

March 2016 saw the passing of former OFNHP Staff Director Linda Cushing. Linda played a key role at OFNHP from 2009 to 2013, as a national organizer with the American Federation of Teachers, before moving on to support hospital workers organizing in Vancouver, Washington.



A Union of Professionals

American Federation of Teachers AFL-CIO
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**AFT Nurses and
Health Professionals**



is one of five divisions of the 1.6 million member American Federation of Teachers bringing together 112,000 healthcare professionals across the country.

Nuts & Bolts Steward Trainings

Nuts & Bolts is an interactive training that explores the role and rights of the steward, the basics of dealing with joint discoveries and grievances, basic worksite mapping, talking to coworkers about issues, and problem-solving workplace issues.

Upcoming Classes:

Thursday, June 9
Saturday, August 27
Thursday, September 15

By contract, OFNHP members are entitled to reimbursement for a full day of union-led steward training. If you haven't yet taken advantage of this benefit, you are eligible for reimbursement.

Classes are held from 9:00am to 4:00pm at the OFNHP office located at 1500 NE Irving Street, Suite 575, Portland, OR 97232.

RSVP to itsmyunion@ofnhp.org or call 503-657-9974.

OFNHP Membership Assembly Building Leadership • Igniting Change

When: Saturday, May 14th | 9:00 am to 1:30 pm

Where: Oaks Amusement Park Pavilion

7805 SE Oaks Park Way, Portland, OR 97202

See you there!

Contact OFNHP

Mail: 1500 NE Irving St., Suite 575
Portland, OR 97232

Phone: 503-657-9974

Email: itsmyunion@ofnhp.org

Web: www.ofnhp.org